

A photograph of an aircraft assembly line in a large industrial facility. The image shows the fuselage of an aircraft being assembled, with various mechanical components and wiring visible. The background features yellow overhead cranes and structural elements of the hangar. The lighting is bright, typical of an industrial setting.

MARCH 2014

Aircraftsman

**A PERSONAL MESSAGE
FROM GENERAL VIA**

**TIPS TO SURVIVE:
AS9110B AUDIT**

**CCAD WELCOMES
NEW SERGEANT MAJOR**

LMP CREATES BUZZ

VERA/VSIP

AMC Commanding General's Letter to Corpus Christi Army Depot:



As the commanding general of the U.S. Army Materiel Command, I sincerely congratulate the outstanding workforce of the Corpus Christi Army Depot on receiving the Robert T. Mason Depot Maintenance Award.

Through CCAD's use of innovative approaches in the UH-60 Black Hawk Recapitalization Program, this outstanding team developed ways to significantly extend the life of these critical aircraft by at least 10 years.

The depot workforce produced 50 recapitalized Black Hawks with an additional 10 years of service thanks to equipment overhauls, structural upgrades, and technology and systems enhancements. Each recapitalized Black Hawk means that the Army will be able to avoid purchasing newer and costlier replacement aircraft. While achieving a record number of recapped aircraft – a quota not expected to be achieved for at least four more years, the team also found ways to lower the cost and shorten the turnaround time by 17 percent. What an amazing accomplishment and testament to the skill and dedication of the CCAD workforce!

My thanks to the CCAD team for finding ways to use process improvements, innovative technologies, Lean techniques and industry best practices to save taxpayer dollars while ensuring that our Soldiers have the best and most reliable equipment we can provide.

As one of the largest civilian, industrial employers in the region, CCAD is a true economic engine in the Corpus Christi area. With a history dating back to 1961, CCAD has shown time and again that it is a critical asset to Texas, the U.S. Army Aviation and Missile Life Cycle Management Command, AMC and the nation.

I am proud to count CCAD, the Army's premier installation for helicopter repair, overhaul and maintenance, among the depots and commands that comprise AMC and enable us to provide the decisive edge to the Warfighter.

Congratulations! Army Strong!

-Gen. Dennis L. Via, Commanding General, U.S. Army Materiel Command



Tips to Survive: AS9110B Audit

1

Know your regulations and instructions

Auditors are not here to play Stump the Chump. They just want to know that we understand and are following our own regulations and work instructions—that we are operating by our own book. The auditors are not trying to test your memory. If you have to look something up in your documentation, tell your auditor.



2

Answer the question that you are asked

Don't open up a can of worms you don't want to fish with. Don't try to explain something unless you are specifically asked. You don't want to dig yourself into a hole you can't get out of. Your job in this audit, if you're asked a question is just to answer the question you're asked. Be patient and wait for the auditor to ask you questions.



3

Know your Documentation

Always remember to conduct yourself professionally. Be confident in our processes. Be able to retrieve the facts. Make sure that everyone understands your answer. Have a positive attitude towards the auditors. Know your documentation. Know what documents affect you and your work.



CCAD Welcomes



A major change came to the Corpus Christi Army Depot as the workforce welcomed their new Command Sergeant Major, Martin D. Dickinson.

SGM Dickinson assumed responsibility of the CCAD colors in an Assumption of Responsibility ceremony on January 31. Depot Commander COL Garner Pogue III passed the colors to him.

"This is not the first time I've served with SGM Dickinson," COL Pogue said as he welcomed him to his new assignment. As seasoned combat veterans, the two worked together earlier in their military career.

"There is no better soldier that I could have asked for. As the commander, I will be better with the sergeant major's assistance as my battle buddy. It's as important now as it's ever been to have a senior noncommissioned officer of an aviation brigade here."

Before his arrival, CCAD operated without a sergeant major for three years.

It is the CCAD team, the sergeant major says, that makes his position so important.

New Sergeant Major

By Brigitte Rox

“From the eyes of the apprentice aviation maintainer in the field, you are on the highest step of the podium,” he told his CCAD audience. “You have earned their trust, confidence and admiration

This is evident by the Army’s excellent readiness rates despite

a wealth of helicopter maintenance knowledge since he began his Army career in 1983. His deployments include Operations Enduring/Iraqi Freedom and Operations Desert Shield/Storm. ■

“By working together, we can sustain and improve our operation to provide the absolute best support to our Warfighters,”

flying more than 7 million combat hours in the last 12 years. No other army in the world can achieve that. You are relevant and vital to our national security.”

The sergeant major feels that a positive collaboration between Depot Command and the workforce is needed if the depot wants to maintain its posture as the cornerstone of Army aviation for helicopter support.

“By working together, we can sustain and improve our operation to provide the absolute best support to our Warfighters,” SGM Dickinson said.

A native of Detroit, Michigan, SGM Dickinson has accumulated

TELL US YOUR STORY



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Contact CCAD Public Affairs at
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or email
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LMP Increment 2

2009

CCAD Deployed **LMP ECC**



= 1850
END USERS



2015

CCAD Deploys **LMP**



= 4800
END USERS



LMP Creates Buzz

By Daphne Martin

You may have seen something about it on Facebook. Screensaver messages are running rampant as well. CCAD is gearing up for big changes, and the catalyst is LMP Increment 2.

Today, nearly 1,700 employees use LMP at the depot. By the end of FY15, approximately 4,800 employees at CCAD will be using LMP.

CCAD Commander Colonel Garner Pogue has identified the LMP Increment 2 effort as the depot's principle supporting effort. His message is constant: shop floor automation will be the game changer, truly enabling CCAD to be better, faster and more cost effective.

Since 2009, CCAD has been using LMP. That first deployment featured the base enterprise resource planning (ERP) software called ECC. The depot has used LMP ECC primarily for planning, production order management, supply chain management, inventory management, finance and human resources.

This year, the depot will continue to focus on sustaining LMP ECC while preparing for LMP Increment 2, which will bring shop floor automation through a module called Complex Assembly Manufacturing Solution (CAMS). CAMS will collect and provide data on the shop floor through labor tracking, production order management and the use of automated identification tracking (AIT). CCAD is one of three pilot sites going through design and development steps ensuring the CAMS package meets aviation requirements.

• “LMP Increment 2 CAMS will bring with it a culture change and our challenge is to get new users on board and ready to support,” Site Lead Johnny Villalobos said. “Education and communication will be critical.”

• Relying on one of the lessons learned from the 2009 deployment, CCAD's LMP Increment 2 Core Team is using every avenue available to get the word out about the effort and the changes it brings.

• The team established the LMP Increment 2 News Center portal page on SharePoint, a CCAD LMP Facebook page, and screen saver images. Road show briefings and training opportunities across the depot are planned for this summer as well.

• “If you are looking for more info about LMP Increment 2 and how it will affect you, the portal page on SharePoint is a great place to start,” said Lonnie Roberts, CCAD LMP Increment 2 Core Team member. “There are videos there, FAQs and some basic background on the project. We also hope employees will check us out on Facebook because that's an open forum where you can ask the team questions, and we can get your input and feedback.”

• The Core Team hopes that, by engaging and preparing the workforce for what is to come, CCAD can set conditions for success for industrial base operations. Additionally, utilizing LMP to its fullest potential postures the depot for additional workload while reducing costs to the customer. ■



Buyout Incentive Too Good For

VERA/VSIP

By Brigitte Rox

Sixty-five CCAD employees ended the year with an early retirement under the Voluntary Early Retirement Authority/Voluntary Separation Incentive Pay (VERA/VSIP).

The target date for separation of depot employees receiving VSIP was on or before 18 January. That's when they would need to be off the CCAD rolls.

The optional retirement incentive was available to employees who were either 55 years old with 30 years of service, 60 years old with 20 years of service, or 62 years old with 5 years of service. Early retirements were also offered for those aged 50 years with 20 years of service, or to employees of any age claiming 25 years of service.

Due to the Department of Army divestitures and the potential for further manpower reductions, U.S. Army Aviation and Missile Command (AMCOM) began actively pursuing avenues to reduce the size of the AMCOM workforce without involuntary separations. "We were able to make the adjustments with minimal effect to the workforce because we were prudent in the hiring of permanent civilians and we've used contractors where appropriate," said Annette Cross, CCAD's Director of Human Capital Management.



Photo by Ervey Martinez

Many Who Called CCAD Home



The general reception of these early retirements was very positive, said Linda Castellanos, Workforce Management Division Chief. “It is typical that, at the end of any year, employees make the decision to retire.

“We were able to make the adjustments with minimal effect to the workforce because we were prudent in the hiring of permanent civilians and we’ve used contractors where appropriate,” said Annette Cross, CCAD’s Director of Human Capital Management.

The general reception of these early retirements was very positive, said Linda Castellanos, Workforce Management Division Chief. “It is typical that, at the end of any year, employees make the decision to retire. For some, this was just a bonus and they were very excited to receive the incentive.”

That was the case for Oscar Recio, a master scheduler who had been at the depot for 32 years.

“I was planning to retire in twenty months,” he said. “So the VERA/VSIP just expedited the process.”

Oscar and his wife, Bernadette (Bernie), retired together on January 17.

“When the VERA/VSIP came into play, Bernie and I sat down and went through our finances, the cost our son’s college tuition and the potential growth of our family business.

After crunching the numbers, we knew we could do it and be comfortable with our decision on



(VERA/VSIP Continued)

both of us retiring.”

According to the Office of Personnel Management, the buyout authority allows agencies that are downsizing or restructuring to offer employees lump-sum payments up to \$25,000 as an incentive to voluntarily separate.

Despite the incentive, early retirement meant a lot of mixed emotions for CCADers who considered their co-workers family.

That was the case for Oscar and Bernie.

“We met at CCAD while I was working in the Safety Office in 1983,” said Bernie said of her husband. “Oscar was on the Safety Council and I was a clerk typist. We would talk while he waited for the safety specialists.”

The two were married a year later.

Once they were married and settled down, Bernie Recio’s itch to try new things compelled her to leave the Blade Shop after more than eighteen years. She began working with Quality where she was exposed to all the far-reaching corners of CCAD.

Her husband, Oscar, went to work to make the depot a place where he and his co-workers could excel professionally while fostering friendships that would last a lifetime.

It was Oscar Recio who started a cherished CCAD tradition known as Night at the Ballpark, a special day when CCAD employees and their families could meet outside of work at a special baseball game with the Corpus Christi Hooks team. It was he and his wife who would throw highly-anticipated Halloween parties where Oscar would dress like a member of the rock band, KISS. ■

Upcoming Events



AS9110B Audit

10 - 13 March

CCAD is gearing up for the AS9110B Audit scheduled for 10-13 March. This audit is a critical step in the process to always improve production management, product safety and quality.



DEA Prescription Drug Take Back Day

24 April from 1000 - 1500

Where: In front of Bldg 8

The National Prescription Drug Take-Back Day aims to provide a safe, convenient, and responsible means of disposing of prescription drugs, while also educating the general public about the potential for abuse of medications.

POC is Prevention Coordinator Ruben Ramirez at 961-5464



Womens History Month

March

Celebrating Women of Character, Courage and Commitment.

March is a time to honor the sacrifices and accomplishments of women who shaped the service and the nation. CCAD has its own share of women who have had a profound impact on the depot. Do you know a woman who has left her mark on Army aviation? Let us know! Drop us a line in the inbox and your lead could become a story on the Army website!



AS9110B AUDIT

The Corpus Christi Army Depot is dedicated to maintaining the highest quality of service and products for our customers and the Warfighter. On our continual journey to provide better, faster and more cost effective support, we are preparing for the AS9110B Audit. This audit is a critical step in the process to always improve production management, product safety and quality. It demonstrates that we adhere to the best business practices in aerospace, that we are committed to quality products and stellar customer service, and that we value quality management in our maintenance repair and overhaul operations every day. When a customer comes to us with a problem, they're going to see our AS9110B certification, and they're going to know that they came to the right place. That makes us CCAD proud.

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CCAD Team,

We are preparing to undergo the AS9110B audit from the 10-13 March.

AS9110B is a standard that was developed by Aerospace engineers to meet the specific requirements of aviation maintenance organizations. 9110B incorporates all ISO and OSHA flight critical requirements and significantly improves quality management for aerospace maintenance repair and overhaul.

The requirements within 9110B keep us in track with all regulations and laws associated with our activities here at CCAD. Organizations that are certified by the Federal Aviation Administration or organizations that perform

maintenance on aerospace products by contract to government, commercial, or private industry typically fall under the standard.

Our certification under 9110B will communicate to the aerospace industry and our customers that CCAD is dedicated to maintaining the highest quality of service and continuously focuses on improving our customer satisfaction.

I'm excited about this inspection and certification and I'm extremely confident that we will perform very well.

As always, thank you for your service,

Billingsley G. Pogue III
COL, AV
Commanding

D Company 1/207th Aviation, Alaska Army National Guard

D Company 1/207th Aviation, Alaska Army National Guard arrived at the Corpus Christi Army Depot on March 3 to gain some valuable hands-on training from our very own aircraft maintenance artisans. After today's tour, they're going to settle down into various hangars and shops to get specialized experience on helicopter maintenance.

Photo by Brigitte Rox



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